

Brielle Borough

THE BOROUGH OF BRIELLE

AND

TEAMSTERS LOCAL 97 OF NEW JERSEY

(Blue-collar)

This Agreement made on the day of

by and between the Borough of Brielle a Municipal Corporation of the State of New Jersey hereinafter called "the Borough" and Teamsters Local 97 of New Jersey, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, hereinafter called "the Union", with its principal place of business at 853 Mount Prospect Avenue, Newark, New Jersey 07104.

WHEREAS, both parties to this Agreement are desirous of reaching amicable understanding with respect to the employer-employee relationship existing between them and wish to enter into a complete agreement concerning all terms and conditions of employment.

NOW THEREFORE, in consideration of the terms, conditions and mutual promises and covenants hereinafter set forth, the parties agree as follow:

ARTICLE IRECOGNITION

1. The Borough recognizes the Union as the exclusive representative of all permanent blue collar, non-supervisory employees.

X January 1, 1988 - December 31, 1990

in the Department of Public Works, including Sanitation Division and Shade Tree Commission and Recreation Commission of the Borough of Brielle, County of Ocean, State of New Jersey, for the purpose of collective negotiations with respect to the terms and conditions of employment.

2. The parties recognize and affirm that their relationship is governed by the New Jersey Public Employment Relations Act, Chapter 303 of the laws of 1968 (NJSA 34:13A-1 et.seq.) and they are bound by the rules and regulations of the New Jersey Public Employment Relations Commission as they exist on the date of this Agreement.

3. The Borough will notify the Union once every three (3) months of names, addresses, birth date, classification, rate of pay and social security number of any new employees covered by this Agreement.

CHECK OFF

AGENCY SHOP & DUES DEDUCTION

Section 1

Any permanent employee in the bargaining unit on the date of execution of this Agreement who does not join the Union within thirty (30) days thereafter, and any new permanent employee who does not join within thirty (30) days of initial employment within the union, and any permanent employee previously employed within the unit who does not join within ten (10) days of reentry into employment

with the unit shall, as a condition of employment, pay a Representation fee to the Union by automatic payroll deduction. The Representation fee shall be in an amount equal to eighty-five percent (85%) of the regular Union membership dues, fees and assessments as certified to the Township by the Union. The Union may revise its certification of the amount of the Representation fee at any time to reflect changes in the regular Union membership dues, fees and assessments. The Union's entitlement to the Representation fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement between the Union and the Township. For the purposes of this provision, employees who are re-appointed from year to year shall be considered to be in continuous employment.

Section 2

The Township, after receipt of written authorization from each individual employee, shall deduct the dues from each pay period as presently deducted and shall transmit them monthly to the Secretary-Treasurer of the Union.

Section 3

In making the deductions and transmittals as above specified, the Township shall rely upon the most recent communication

from the Union as to the rate of monthly dues and the proper amount of initiation fee.

Section 4

The written authorization referred to in this Article shall be irrevocable for the period of one (1) year or until the termination date of the applicable collective bargaining agreement between the Union and the Township, whichever is the shorter period.

Section 5

The Union agrees that it will indemnify and save harmless the Township against any and all actions, claims, demands, losses or expenses (including reasonable attorney's fees) in any matter resulting from action taken by the Township at the request of the Union under this Article.

ARTICLE II

VISITATION AND BULLETIN BOARD

1. The Union representative will be permitted to visit Union stewards or their alternates on Borough premises to discuss Union business provided such visits do not interfere with Borough business.

2. The Borough will supply one (1) bulletin board for use by the Union in the Borough Garage at a place convenient for all employees. The bulletin board shall be used only for notices pertaining to Union business. It shall be the responsibility of the chief Union steward to supervise the contents of the bulletin board which shall not include any political endorsements of political material.

ARTICLE III

STEWARDS

1. The Borough and Union agree that the Union shall designate one (1) chief steward for the entire bargaining unit and one (1) alternate steward.

2. The alternates shall act in the absence of the stewards. The term "absence" is defined to mean not present on the job on a specific day.

3. The designated stewards shall have the right to receive and present grievances in accordance with the provisions of this Agreement.

4. The designated stewards shall suffer no loss of pay for time taken during working hours to settle grievances when, in the opinion of the supervisor, the grievance requires immediate attention.

5. The Union negotiating team will be given full pay for time spent in contract negotiations with Borough officials or its designated representatives during regular working hours. No more than five (5) employees of the Borough shall be on the Union negotiation team. It is agreed that the parties need not negotiate during regular working hours and that they will negotiate at such times and places that are mutually convenient.

6. The Union will give the Borough a written list of all stewards and alternates and notify the Borough of any changes within 2 working days.

ARTICLE IV

GRIEVANCES

1. A "grievance" is hereby defined as any difference or dispute between the Borough and any employee covered by this Agreement with respect to the interpretation, application or violation of any of the provisions of this Agreement.

2. The procedure for settlement of grievances shall be as follows:

Step 1

The aggrieved employee and the designated alternate steward, or in his absence the chief steward shall present and discuss the grievance with his immediate supervisor within two (2) working days of the occurrence of the same. Any grievance not presented within two (2) working days of occurrence is deemed waived. The immediate supervisor must reply to the grievance within two (2) working days of its presentment to him.

Step 2

If the grievance is not settled at Step 1 it shall be reduced to writing by the aggrieved party within two (2) working days of the

reply from the supervisor. One copy shall be given to both a Councilman designated by the Borough and the head of the department involved. The department head and the chief steward shall meet within two (2) working days of the receipt of the written grievance to attempt to settle the grievance. They shall complete this step within five (5) days of their initial meeting. Any grievance not reduced to writing and presented to the department head and the Councilman within two (2) working days of the failure to settle pursuant to Step 1 is deemed waived. A written receipt will be given by the Borough.

Step 3

Within three (3) working days after an unsatisfactory decision under Step 2, such decision may be appealed to the Mayor and Council. First the Council Commissioner together with the Council Committee for the employees covered by this Agreement and the Borough Administrative Assistant shall act as hearing officers and make recommendations to the Mayor and Council for the appropriate action to be taken. An appeal may then be taken to the Mayor and Council and shall be in writing and shall set forth the facts related thereto, each specific issue with which the Union disagrees with the decisions at Step 2 and the action requested to be taken by the Mayor and Council. In the event an appeal is not timely filed in writing

with the Mayor and Council the decision at Step 2 shall be final and the matter shall be considered closed. The time to file may be extended only by written consent of all parties. Within five (5) working days after the appeal has been filed with the Mayor and Council a hearing shall be held with the Union and the Mayor and Council and the Mayor and Council shall thereafter communicate its decision in writing to the Union in a reasonable period of time.

3. Nothing contained in this Article shall limit the right of an employee to process his own grievance provided, however, the Union shall be notified by the Borough of all such situations and shall have the right to be present during the same, and, further provided that any agreement reached with any such employee shall not violate this Agreement.

4. Failure to proceed within the times set forth in this Article shall be conclusively deemed a waiver of the right to grieve and the right to a determination.

5. All management rights and prerogatives shall be excluded from the grievance procedure contained in this Article unless specifically included hereinafter. This provision is subject to the laws of the State of New Jersey.

ARTICLE V

ARBITRATION

1. If a grievance is not settled pursuant to Article IV such grievance shall at the request of the Borough or the Union be referred to the State Board of Mediation for selection of an Arbitrator according to its rules. Such referral must be made within seven (7) working days of the failure to settle the grievance under Step 3. Failure to proceed within the time set forth for arbitration shall be conclusively deemed a waiver of the right to arbitration.

2. The decision of the Arbitrator shall be final and binding upon the parties. The expense of such arbitrations shall be borne equally by the parties.

3. The arbitrator appointed under the above procedure shall be limited to interpretations of this Agreement. He shall have no power to enlarge upon or reduce the obligations of the parties under the Agreement.

4. It is expressly agreed that the following are not subject to arbitration:

- a. All managerial rights and prerogatives as defined by the laws of the State of New Jersey.

ARTICLE VI

MANAGEMENT

1. Nothin in this Agreement shall interfere with the right of the Borough in accordance with applicale law, rules and regulations to:

- a. Carry out the statutory mandate and goals assigned to a municipality utilizing personnel, methods and means in the most appropriate and efficient manner possible.
- b. Manage employees of the Borough, to hire, promote, transfer, assign or retain employees in positions with the Borough and in that regard establish work rules.
- c. Suspend, demote, discharge or take other appropriate disciplinary action against an employee for reasonable cause, or to lay off employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive.

ARTICLE VII

SENIORITY

1. It is hereby agreed that the parties hereto recognize and accept the principle of seniority in all cases of lay-offs and recalls and vacations. In each such case, however, ability to perform the work in a satisfactory manner will be a factor in designating the employee to be affected.

2. Following an appointment to a full-time position of employment, employees shall be probationary employees for a three (3) month period. The Borough, upon written notice to the Union, may in its discretion, extend the probationary period for an

additional three (3) months when in its judgment such extension is required. However, it shall not be the policy of the Borough to routinely extend the probationary period. An employee may be dismissed by the Borough during the probationary period without recourse. Employees under probation shall not have recourse to any grievance or arbitration procedure under this Agreement.

3. An employee who has completed the probationary period shall receive any increases to which he may be entitled but there shall be no retroactivity.

4. The seniority of an employee is defined as the length of full time service as a Borough employee dating back to his first date of hire.

5. In the event of lay-offs and rehiring, the last person hired shall be the first person to be recalled in accordance with his seniority, provided the more senior employee is able to do the available work in a satisfactory manner.

6. The Borough shall prepare and forward to the Union a seniority list of employees by classification. Seniority lists shall be updated quarterly and shall be posted on the Union bulletin board, showing employee's name, classification, and seniority date.

ARTICLE VIII

POSTING AND VACANCIES

1. All new and vacant positions in the Department of Public Works shall be given to the chief steward for posting on the Union bulletin board. Employees who wish to apply for such vacancies shall make a request in writing to the department head and to the designated Councilman for consideration.

2. It shall be the policy of the Borough to fill vacancies from within the employees who comprise the bargaining unit. When ability, training, education, experience and personal fitness for the position are equal, employees with seniority will be given preference.

3. The Union may contest the Borough's determination as to the ability, training, education, experience and personal fitness for the position of an employee to perform the work pursuant to the grievance procedure.

ARTICLE IX

LOSS OF SENIORITY

1. Seniority shall be lost by an employee for the following reasons.

- a. Voluntary quitting. A voluntary quitting shall mean failure to report back for work no later than the beginning of the next work week following the conclusion or termination of a leave of absence.
- b. Discharge for just cause.
- c. Failure to report for work within twenty-four (24) hours (when called back after a lay-off) after receipt of a telegram or registered letter unless such failure is mutually agreed between the Borough and the Union to be excusable.
- d. Failure to be called back to work for a period of twelve (12) months after a lay-off, unless a greater period of time is established by mutual agreement between the Borough and the Union.
- e. Additional but not exclusive reasons for loss of seniority are set forth in Section 14.3 of the Ordinance #72-12 which is incorporated herein as if set forth at length.

ARTICLE X

LEAVE OF ABSENCE

- 1. A permanent employee may request a leave of absence without pay for a period not to exceed thirty (30) days.
- 2. A leave of absence may be renewed upon request of the employee for reasons of personal illness, disability, or other reasons deemed proper by the Borough.

3. The Borough reserves the right not to grant a request for a leave of absence and further reserves the right to revoke a leave of absence for good cause for emergency reasons upon written notice of 5 working days. However, requests for leaves of absence will not be unreasonably denied.

4. All decisions of the Borough regarding leaves of absence shall be discretionary, subject to grievance.

5. At the expiration of such leave the employee shall be returned to the position from which he is on leave with all increases granted during his leave for his job classification.

6. Seniority shall be retained and shall accumulate during all personal leaves of absence. All other benefits shall not accrue during personal leaves of absence.

7. In cases of illness not covered by Workman's Compensation, the Borough will grant an additional leave of absence without pay up to ninety (90) days beyond accumulated sick leave upon presentation by the employee of sufficient medical evidence of the illness satisfactory to the Borough.

8. Any employee who is on a leave of absence for more than ninety (90) days and is then terminated and subsequently applies for rehire within one (1) year of his anniversary date of termination shall be given first preference if he is physically able to perform the job.

ARTICLE XI
DISCHARGE & DISCIPLINE

1. A permanent employee may be discharged, suspended or otherwise disciplined for just cause. Just cause shall include but not be limited to:

- a. Neglect of duty or tardiness.
- b. Absence without leave or failure to report after authorized leave has expired or after such leave has been disapproved or revoked.
- c. Incompetency, inefficiency, or incapacity due to mental or physical disability.
- d. Insubordination or serious breach of discipline.
- e. Consumption of controlled dangerous substances or alcoholic beverages, being under the influence of controlled, dangerous substances in violation of Title 24 or being intoxicated while on duty.
- f. Violation of departmental rules and regulations.
- g. Violation of the Borough code of ethics.
- h. Commission of a criminal act.
- i. Participation in political activity prohibited, as defined in Section 15 of Borough Ordinance #72-12 which is incorporated herein as if set forth at length.

- j. Engaging in an illegal work stoppage.
- k. Conduct unbecoming a public employee.

2. Any discharge, suspension or other discipline which results in loss of pay shall be subject to grievance and arbitration. Letters of reprimand or verbal warnings shall be subject to grievance but not to arbitration.

3. A grievance by an employee claiming that he has been unfairly discharged or suspended must be submitted to the Borough in writing within two (2) working days of the disciplinary action.

4. Any employee whose appeal has been sustained shall be returned to his former position and may be compensated at his regular rate of pay for all or a portion of pay lost during the period of discharge or suspension.

5. Disciplinary warnings shall be issued in writing to the employee and a copy shall be given to the Union.

ARTICLE XII

RULES AND REGULATIONS

1. Proposed new rules or modifications of existing rules governing working conditions shall, whenever practicable, be announced in advance and discussed with the Union before they are established. Scheduling of hours of work is subject to grievance.

ARTICLE XIII
DIVISION OF WORK

1. Foreman or other supervisors not covered by this Agreement shall perform work as required of them. Foremen or other supervisors outside the bargaining unit shall not be used to perform emergency work which is customarily performed by employees covered by this Agreement unless special circumstances require otherwise.

ARTICLE XIV
HOURS OF WORK

1. Any full time employee who commences work in any regular work week established by the Borough shall be guaranteed forty (40) hours of work and forty (40) hours of pay provided however that the employee is available for work at all times during the work week.

2. Any employee transferred for a "temporary period" to a job for which the rate of pay is lower than his regular base pay shall continue to receive his regular rate of pay. Temporary period shall mean no more than thirty (30) days.

3. The basic work week shall consist of forty (40) hours. The basic work day shall consist of eight (8) hours per day exclusive of a thrity (30) minute lunch period Monday through Friday.

4. The normal starting time shall be between and the normal quitting time shall be between . However, the Borough reserves the right to fix the starting time as early as 6AM when required.

ARTICLE XV
REST PERIODS

1. All employees shall receive two (2) rest periods each day without deduction in pay; one (1) fifteen (15) minute period in mid morning and one (1) fifteen (15) minute period in mid afternoon.

2. When an employee has worked without interruption for two (2) hours beyond his regularly scheduled eight (8) hours, he shall receive one half ($\frac{1}{2}$) hour off with pay at the regular rate of pay if he is required to return to work after the rest period.

3. Notwithstanding the provisions of paragraph 2 of this Article, drivers performing emergency snow plowing work for more than four (4) consecutive hours beyond the regularly scheduled eight (8) hours in a day may take a rest period of one (1) hour with pay at time and one half after the fourth consecutive hour, if they are required to return to work immediately thereafter. In addition, in each four (4) hour period of such emergency snow removal work a ten-minute coffee break may be taken. The driver shall not return to the garage for this break. Coffee and light refreshments will be provided by the Borough. The Borough and the Union will meet as required to discuss methods of providing hot coffee and light refreshments.

ARTICLE XVI

OVERTIME

1. It is mutually agreed that the employees covered by this Agreement are obligated to work overtime when required to do so by the Borough. The Borough whenever practical will give reasonable notice of the need for an employee to work overtime. An employee may be excused from working overtime if there is reasonable and compelling reason. Assignment of overtime shall be based on seniority within job classifications of a rotational basis. The provision is subject to grievance procedure.

2. All work performed on Saturday and Sunday shall be compensated for at the rate of time and one half the regular rate of pay.

3. Employees will be compensated at one and one half ($1\frac{1}{2}$) times the regular rate of pay for management approved hours worked over forty (40) hours in a work week or over eight (8) hours in a day. There shall be no compensation for unauthorized hours.

4. The parties acknowledge that they have negotiated the issue of regularly scheduled overtime on Saturday and Sunday for Sewer Division employees and acknowledge that the Borough is under no obligation to schedule such overtime. However, this provision shall not prevent the Borough from scheduling such overtime. The Union shall receive notice of any change with respect to this issue.

ARTICLE XVII

CALL IN PAY

1. Any employee who, in the absence of advance notice given him prior to the end of his previous regular work day, reports for his regular scheduled work day shall be guaranteed four (4) hours work or four (4) hours pay at the regular rate of pay.

CALL BACK TIME

1. Any employee who is called back to work after having completed his regular scheduled work day shall be compensated at time and one half his regular rate of pay with a minimum guarantee of three (3) hours of work.

2. An employee called into work due to an emergency three (3) or more hours prior to the regular starting time will be compensated at one and one half ($1\frac{1}{2}$) times his regular rate of pay with a guarantee of four (4) hours of work. If called in less than three (3) hours prior to the regular starting time he shall be compensated at one and one half ($1\frac{1}{2}$) times the regular rate for the hours between the call in and the regular starting time.

ARTICLE XX

LONGEVITY PAY

1. Longevity - \$500.00 added to base for every five years of service.

ARTICLE XXI

VACATIONS

1. Vacation - three (3) weeks after seven years of service
four (4) weeks after fifteen years of service.

1. At their mutual discretion the Borough and the employee may agree that the employee will work the vacation days earned and receive compensation at the regular rate in lieu thereof.

2. Generally vacations shall not be taken during the period November 15 to April 15. Requests from employees for vacation time during that period will be reviewed and acted upon subject to the needs of the Borough. The decision of the Borough is subject to grievance and arbitration.

3. An employee who is terminated for just cause or who voluntarily quits during the first calendar year of employment shall forfeit all vacation rights. During subsequent year if an employee is terminated or voluntarily quits his vacation benefits shall be pro-rated.

ARTICLE XXII

HOLIDAYS

1. Except as modified by Section #5, each full time employee covered by this Agreement shall receive his regular days pay, eight (8) hours at straight time, without working on the following days:

New Years Day	President' Day
Good Friday	Memorial Day
Independence Day	Labor Day
General Election Day	Thanksgiving Day
Day after Thanksgiving Day	Christmas Day
Martin Luther King's Birthday	Veterans Day

Compensation Day for work on a Holiday.

2. Holidays which fall on a Saturday or Sunday may be observed on the preceding Friday or following Monday as mutually agreed by the parties or as established by the State of Federal Government. In no event shall an employee lose an agreed upon holiday.

3. Three (3) personal days.

4. It is agreed that the Borough has a right to demand that an employee who does not work on his regular work day preceding or following a holiday may be required to produce substantive evidence that he was ill including a Doctor's certificate. If the employee does not produce such evidence then the Borough has the right not to pay the employee for the holiday or to take other appropriate disciplinary action.

ARTICLE XXIII

SICK LEAVE

1. All permanent full time employees covered by this Agreement who are temporarily unable to work by reason of sickness or injury shall be granted sick leave with pay at the rate of one (1) day for each calendar month, during each calendar year to a maximum of twelve (12) days in one year. Unused sick leave may be accumulated without limitation. No sick leave will be granted until earned.

2. An employee absent on sick leave for three (3) days may submit acceptable medical evidence substantiating the illness if requested by the Borough.

3. The Borough reserves the right not to pay the employee when evidence of sickness or injury is insufficient.

4. Any employee who is laid off, who retires or who is separated from the service of the Borough due to a job related injury shall be compensated in cash for the monetary value of one half the accumulated sick leave accrued to his credit at the time of separation. In the event of death, compensation will be made to his estate.

BEREAVEMENT LEAVE

1. Every permanent full time employee upon the death of a member of the immediate family shall be granted leave with pay not to exceed a maximum of (3) days from the date of death to the day after interment.

Refer to Memorandum of Agreement

ARTICLE XXIV

JURY AND MILITARY LEAVE

1. Every employee covered by this Agreement who is ordered to report for jury duty shall be granted a leave of absence during the actual period of such jury duty and shall receive for such period of jury duty and amount equal to the difference in his regular pay and his jury duty pay.

2. Military leave for employees training or serving with the National Guard or Armed Forces of the United States will be granted in accordance with the laws applying to such cases.

3. An employee who returns to the Borough employment after leaving military service will receive seniority credit for time spent in service.

ARTICLE XXV

HEALTH & WELFARE

1. It is mutually agreed that the present Borough policy as to health benefits will be continued and that the employees covered by this Agreement shall receive such future benefits as may be provided to other Borough employees. In no case shall there be a diminution of present benefits.

2. Any and all existing benefits, policies and practices uniformly affecting all employees covered by this Agreement on the date of the execution thereof shall remain in effect.

ARTICLE XXVI

SAFETY & UNIFORMS

1. The Borough agrees that it will comply with all provisions of the Occupational & Safety Health Act (OSHA) applicable to the Borough and will comply with all provisions of state law which are applicable to the Borough.

2. There will be a \$60.00 work shoe allowance per man.

2. The Union agrees that employees covered by this Agreement shall return to the Borough all equipment, uniforms, tools and other Borough property which are issued to them. It is further agreed that if an employee fails to return the aforementioned items, the Borough shall have the right to withhold the value of the same from any pay due to the employee.

3. A Union representative and a representative of the Borough will meet to discuss safety conditions upon reasonable notice from either party.

4. In lieu of providing work shoes the Borough will annually provide each employee covered by this Agreement with \$60.00 in the first week of January. Every employee shall be required to thereafter provide himself with safety shoes or safety boots acceptable to the Borough and shall be required to wear the same during working hours.

ARTICLE XXVII

PAY DURING JOB RELATED INJURIES

1. The Borough represents that all employees covered by this Agreement are covered by Workman's Compensation Insurance and that the Borough will continue to provide such coverage as required by statute.

2. Section 8.5 of Borough Ordinance is incorporated herein as if fully set forth at length.

ARTICLE XXVIII

UNSPECIFIED PROVISIONS & CONDITIONS

1. All conditions or provisions beneficial to the Borough or the employees now in effect which are not specifically provided for in this Agreement or which have not been replaced by provisions of this Agreement shall remain in effect for the duration of the Agreement unless mutually agreed otherwise by the Borough and the Union.

ARTICLE XXIX

SAVINGS CLAUSE

1. It is agreed that if any provision of this Agreement or application thereof to any person or circumstance shall be held invalid, the remainder of this Agreement or application of such provisions shall not be affected thereby.

2. If any such provisions are held invalid the Borough and Union will meet to negotiate changes so required.

ARTICLE XXX

TERM

1. The term of this Agreement shall be from January 1, 1988 to December 31, 1990. Upon execution it shall have retroactive effect from January 1, 1988.

2. In the absence of written notice given at least sixty (60) days prior to the expiration date by either party to the other of its intention to terminate, this Agreement shall automatically be renewed for a period of another year, and from year to year thereafter until such time as sixty (60) days notice is given prior to the annual expiration date.

ARTICLE XXXI

COMPLETENESS OF AGREEMENT

1. This Agreement constitutes the entire collective bargaining agreement between the parties and includes and settles for the term of this Agreement all matter which were or might have been raised in all collective bargaining negotiations leading to the signing of this Agreement.

ARTICLE XXXII

NO STRIKE - NO LOCKOUT

1. Neither the Union nor any of its members shall engage in any job action, strike, work stoppage, sit down, sick call action, picketing (before, during or after working hours) boycott or any other interference with the operations of the Borough during the term of the Agreement. The Union agrees that it shall use its best efforts to prevent acts forbidden herein on the part of any employee or group of employees and in the event any of such acts take place

by an employee the Union agrees it will use its best efforts to cause an immediate cessation thereof.

2. The Borough will not engage in any lock out of employees covered by this Agreement during the term of the Agreement.



Borough of Brielle

MUNICIPAL BUILDING • 201 528-6600
601 UNION LANE • BRIELLE, NEW JERSEY 08730

MEMORANDUM OF AGREEMENT

DECEMBER ____ 1987

LIBRARY
INSTITUTE OF MANAGEMENT
AND LABOR RELATIONS
1988
UTGERS UNIVERSITY

The items listed below shall constitute a memorandum of agreement between the Borough of Brielle and Teamsters Local #97 of New Jersey and shall be incorporated by reference into the text of the existing Collective Bargaining Agreement:

1. There shall be an increase in base salary of 8.5% in each year of this agreement 1988, 1989 and 1990.
2. There shall be one additional Personal Day in 1988. The total number of Personal Days will be four.
3. A Safety Committee shall be elected.
4. Bags of grass and leaves shall be dumped

WITNESS:

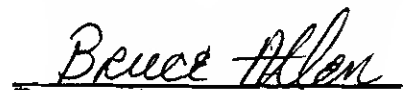
BOROUGH OF BRIELLE


Business Administrator

TEAMSTERS LOCAL #97


Frank Vasfallo


William Simonet


Bruce Allen